A;640-3 U
6/83

nea helping teachers teach
RESEARCH MEMO
National Education Association
1201 Sixteenth Street, N.W. • Washington, D.C. 20036

Salaries Scheduled for Faculty in Higher Education, 1981-82

NEA 436 SD

NATIONAL EDUCATION ASSOCIATION

WILLARD H. McGUIRE, *President*
BERNIE FREITAG, *Vice-President*
MARY HATWOOD FUTRELL, *Secretary-Treasurer*
TERRY HERNDON, *Executive Director*

NEA RESEARCH

W. Frank Masters, *Director*
Peg J. Jones, *Associate Director* and *Manager, Surveys*

William E. Dresser
Assistant Manager
Graphics

Louise G. Adler
Manager
Data Systems and Services

Will S. Myers
Manager
Economics and School Finance

Norma W. Plater
Administrative Manager

Donald P. Walker
Manager
Collective Bargaining and Information Services

Duvon G. Winborne
Manager
Computer and Statistical Programming

SALARIES SCHEDULED FOR FACULTY IN HIGHER EDUCATION, 1981-82

William S. Graybeal
Project Director

Tasha McGuthrie
Project Director

Reproduction: No part of this report may be reproduced in any form without written permission from NEA Research, except by NEA-affiliated associations. Any reproduction of the report materials must include the usual credit line and the copyright notice. Address communications to Editor, NEA Research.

Copyright © 1983 by the
National Education Association
All Rights Reserved

FOREWORD

This annual report supplies NEA affiliates and members, and the higher education community, with current information about the presence of faculty salary schedules and statistics on the levels of scheduled salaries. While not an accurate indicator of the average levels of faculty salaries being *paid*, the statistics allow a review of the status and trends—i.e., how a local institution's provisions compare with other institutions in levels of scheduled salaries, ratio of levels of minimum and maximum salaries for each rank or preparation level, and number of scheduled salary increments—in scheduled salary levels useful for planning and negotiating salary policies.

Local and state associations affiliated with NEA may obtain a list of salaries scheduled in each institution not stipulating that its data not be released. Contact NEA Research Information Services (202/822-7400) for these lists or for copies of the complete salary schedule for specific institutions.

We appreciate the invaluable assistance from the institutions of higher education that responded to our survey. Tonya Terry, Statistical Assistant handled the operations pertaining to issuing, receiving, and coding of salary schedule data, Nancy Chow, Computer Applications Programmer programmed the computer and processed the data, and members of the NEA Data Processing and the NEA Research Copy Preparation staff provided the valuable services that assured timely release of this publication.

William S. Graybeal
Tasha McGuthrie
Research Specialists
NEA Research

June 1983

PREFACE

In addition to improving the quality and efficiency of institutional planning and budgeting of salary-related expenditures, the faculty salary schedule can serve several desirable purposes related to faculty morale and productivity, as follows:

- Access to the institution's statement of salary policies enables each faculty member to know his or her present and likely future salary status. This knowledge can minimize the discomfort and time that individual faculty members need to devote, in the absence of a salary schedule, to evaluating one's salary status and making the case for negotiating improvements in one's salary on an individual basis each year. Also, it can reduce the amount of time faculty members and administrators must spend in negotiating the salary of each individual faculty member.
- The policy enables each faculty member to estimate the salary level of fellow faculty members, alleviating the concern for equity in salary treatment through assuring that faculty possessing given combinations of professional characteristics are being paid comparable amounts.
- The policy makes it possible for the institution to state its assessment (ideally resulting from deliberations in which the faculty point of view has been a significant factor) of various professional characteristics and accomplishments as reflecting faculty worth to the institution. This announced policy provides direction and incentives for faculty development. For example, differential payments for each faculty rank or academic preparation level promote interest in achieving higher ranks and/or preparation levels, thereby improving the quality of performance. Also, specification of attractive future salary gains that will accompany years of successful experience may encourage faculty members, in particular younger faculty, to remain at the institution instead of seeking employment elsewhere.

NEA Research Memo *June 1983*

SALARIES SCHEDULED FOR FACULTY IN HIGHER EDUCATION, 1981-82

- 1,152, or more than one-third of the 3,253 institutions of higher education have a faculty salary schedule in 1981-82.
- Salary schedules are most widespread in the public 2-year institutions (56.2 percent have them), and in the public 4-year or higher degree granting institutions (37.6 percent). They are less prevalent in the private 4-year institutions (25.8 percent) and are least prevalent in the private 2-year institutions (14.3 percent).
- The proportion of institutions having faculty salary schedules did not increase significantly during the 1970's and early 1980's.
- With the exception of public 2-year institutions, where three-fourths structure their faculty salary schedules on educational preparation level, practically all institutions structure their salary schedules on the basis of faculty rank.
- The majority of faculty salary schedules (almost all schedules in public 2-year institutions) contain provisions for salary increments for faculty remaining in the institution. These provisions are least widely found in the salary schedules for private 4-year institutions (39.9 percent have them).
- The levels of scheduled minimum and maximum salaries do not reflect the level of salary actually being paid to faculty.
- The average levels of scheduled minimum salaries increased between 5.7 percent and 11.4 percent over 1980-81. The average levels of scheduled maximum salaries increased between 1.8 percent and 16.5 percent over 1980-81.

Policies of higher education institutions about faculty salaries scheduled to be paid in 1981-82 are summarized in this Memo. The scheduled minimum and maximum salaries for faculty having a given rank or educational preparation level are reviewed and the provisions for salary progression between these limits are summarized.

Salary schedules of 1,152 higher education institutions are summarized for 1981-82. These represent about 35.4 percent of the 3,253 institutions listed by the National Center for Education Statistics (NCES). About 7 in 10 of these institutions (69.4 percent) responded to the NEA Research request that they indicate whether or not they have a faculty salary schedule. The 1,152 institutions having schedules summarized in this report are likely to represent almost the complete population of institutions having faculty salary schedules because most of the nonresponding institutions probably did not feel it was necessary to advise that they did not have a faculty salary schedule.

The tables contain summaries of data for the following numbers of institutions (in parentheses are the percentages of all institutions in the classification):

- 528 public 2-year institutions (56.2 percent)
- 210 public 4-year or higher degree-granting institutions (37.6 percent)
- 366 private 4-year or higher degree-granting institutions (25.8 percent)
- 48 private 2-year institutions (14.3 percent)

A *salary schedule*—as defined in the survey questionnaire—is "an officially adopted policy that designates minimum and maximum salaries for each rank or level of academic preparation and that may also specify the number and/or amount of salary increments within the range of scheduled salaries for faculty in each classification." Salary policies were not summarized that (1) did not identify the minimum and maximum salaries for at least two ranks or preparation levels and/or (2) reported the highest and lowest salaries being paid, implying that these resulted from the review of salary levels agreed to with individual faculty instead of from a policy that was used in determining the range or specific levels of faculty salaries.

The faculty salary schedule—presently found in nearly all public school systems as well as in the majority of public 2-year institutions of higher education—is reported by less than half of other higher education institutions. Since 1952-53, when NEA Research collected the first national data about higher education salary policies, some growth has occurred both in the extent these policies are reported and in the proportion of faculty affected by them. The following statistics suggest that a major part of this expansion occurred prior to 1970-71:

Year	Percent of institutions having faculty salary schedules	Approximate percent of faculty in institutions having faculty salary schedules
1952-53	26.9%	Not available
1970-71	33.8	33.5%
1980-81	35.3	37.9
1981-82	35.1	35.8

About 30 institutions reported faculty salary policies that did not contain the essential provisions established by NEA Research. Most of these policies provide for only the minimum and/or entry-level salaries to be paid; a few provide for only the maximum salaries for each rank; and a very few cite conditions other than faculty rank and/or preparation level, possibly accompanied by experience in rank and/or preparation level, as the structure for assigning and adjusting faculty salaries. Some of these salary schedules are based upon the teaching load of faculty employed part time, and a few provide salary information for only one rank. Schedules basing faculty salaries upon academic preparation level and teaching experience were reported by only a few 4-year or higher degree-granting institutions.

A few institutions had not completed negotiations by the end of August for salary policies applicable to the preceding academic year. In these cases the scheduled salaries for the preceding year are used in this summary. Also, those few 4-year institutions that reported use of academic preparation instead of faculty rank as the primary structure of their salary policy were not included in this summary.

Survey Population and Data Units

The survey included all institutions listed in the National Center for Education Statistics *Directory of Higher Education* located in the 50 states or the District of Columbia. Because their salary arrangements and contracts may not be entirely comparable with those of faculty in other institutions, data were not processed for the U.S. Service Academies, medical schools (except for preclinical faculty), and for a few very small institutions preparing clergy or scholars for assignments within a specific denomination.

The unit of data is the institution or each campus of institutions having more than one campus listed in the NCES *Directory*. Therefore, the statistics about scheduled salaries are not weighted by numbers of faculty involved, as would be found in the national summaries of faculty salaries paid. Summary statistics are provided for institutions grouped by their source of control, type, and enrollment size in order to allow users an opportunity to assess salary conditions in peer institutions and/or improve the accuracy of estimates of national conditions when considering the numbers of faculty involved.

Some universities may report having separate salary schedules for selected professional schools in addition to a schedule for faculty in the central, primarily undergraduate, segment of the institution. For these few institutions, the schedule for regular academic arts and sciences faculty is used for the summary of scheduled salaries.

The group of small private institutions is relatively large. It contains many small church-related colleges and some professional schools, each employing a small number of teaching faculty. As a result, the institutions in this classification may not be as homogeneous as those in other groups.

Survey Data Defintions

Institutions were asked to send a copy of their salary schedule or negotiated contract along with the questionnaire containing spaces for reporting scheduled minimum and maximum salaries and the number of scheduled salary increments, if any. Schedule materials were supplied by more than two-thirds of the responding institutions. Data for the remaining one-third, however, may not be entirely comparable as a result of differences among respondents in the method of reporting longevity and merit as well as the number of increments; maximum salaries where more than one salary lane is provided for a faculty rank; listing of a maximum salary for an intermediate academic preparation level instead of that for the preparation level prescribed in the questionnaire; and salary range information when no salary schedule exists.

The following paragraphs define the terms related to salary schedule information in this summary.

Increments—The number of salary increases that a faculty member may expect to receive while remaining in a given academic rank and/or educational preparation classification. Where steps are given in a salary schedule, the number of increments is one less than the number of salary steps.

Longevity/long-service increments—Usually awarded for 3-5 years of service by a faculty member after having attained (and remained at) the top of the scheduled increments. These salary adjustments are considered to lie outside the regular increment provisions and are not included in calculating the maximum scheduled salary or the number of scheduled salary increments.

Minimum scheduled salary—The beginning salary or the salary of the first entry in a salary lane for faculty having a given level of academic preparation and/or faculty rank.

Maximum scheduled salary—The salary listed for the final regular increment in a given faculty rank or preparation level, or the top salary the institution reports it will pay to regular faculty in a given rank or preparation level who do not qualify for special merit, longevity, extended service, and/or distinguished status. In cases where the institution reports no scheduled maximum salary for a given rank or preparation level, NEA Research adapted the reported information when appropriate. If the institution provided for regular salary increments, NEA Research estimated the maximum to be the salary scheduled at the twelfth regular increment. If the institution reported the maximum salary being paid, NEA Research used that figure as the maximum scheduled salary. If the institution provided a scheduled minimum salary without a provision for increments, NEA Research treated the schedule as not having a maximum scheduled salary.

Maximum scheduled salary for a given level of educational preparation—Some salary schedules provide a separate salary lane for faculty at each of several levels of educational preparation among and beyond the four summarized in this study. The maximum scheduled salary processed for a given level of educational preparation (Bachelor's degree, Master's degree, Master's degree plus 30 semester hours, and Doctor's degree) is the scheduled maximum salary for a faculty member whose highest level of preparation is that particular level. For example, data from a salary schedule lane for the Master's degree plus 15 semester hours would not be included in this summary.

Merit increments—These are salary adjustments or special increments scheduled for faculty who receive top ratings in evaluations of their performance and/or efficiency as defined by the institution. The criteria for merit increments go beyond the traditional salary schedule structure using faculty rank, years of successful experience, and/or level of academic preparation. For the most part, NEA Research has not included such merit, or "special," increments in this summary; in the few instances where merit-increment salary levels are included in the data being summarized, they : (1) generally are available to all faculty meeting the clearly-defined criteria; (2) are integrally a part of the "satisfactory performance for the preceding year" criterion implied in all salary schedules having scheduled increments; or (3) are included by the respondent without sufficient documentation to allow a revision of the reported salary figures through removal of the merit increment.

Increments requiring more than one year of satisfactory service—Regular increments that require faculty to remain at each salary step for two or more years. Where the time required at each salary step is two or three years, the scheduled increments are included for this summary; where four or more years are required for an increment, the number of increments is not included. Where these multiple-year increments are listed over-and-beyond a regular series of annual increments, they are treated as

long-service increments and are not included in the calculation of the maximum scheduled salaries.

Salaries scheduled for initial placement—The salary level paid only to incoming faculty having various combinations of professional preparation and related experience. Salary schedule materials limited to this consideration are not included in this summary because the data neither apply to regular continuing faculty nor provide any indication of the future salary status of incoming faculty after the first year in the institution.

Public 2-Year Institutions

Salary schedules in 2-year institutions are structured on levels of academic preparation completed or faculty ranks, or both. In public 2-year institutions 76.1 percent of salary schedules are structured on the basis of academic preparation. Except in the Northeast, where practically all salary schedules (90.3 percent) are based on faculty rank, the use of schedules based on academic preparation predominates. In the Southeast, two-thirds (68.0 percent) are based on academic preparation; and in the Middle and Western states, 9 salary schedules in 10 are based on academic preparation (86.3 and 99.1 percent, respectively).

Two-fifths of all public institutions having salary schedules are situated in the West (41.7 percent); one-fourth in the Middle states (25.3 percent); and less than one-fifth in the Southeast and in the Northeast (15.9 percent and 17.6 percent, respectively).

Tables 1 and 2 review the scheduled faculty salaries in public 2-year institutions in 1981-82. The mean 1981-82 scheduled salaries, the percentage of increase over the mean of 1980-81 scheduled salaries, and the percentage of increase of the mean of scheduled salaries in the institutions reporting both years are as follows:

Schedule base and level	Mean scheduled salary, 1981-82	Percent of increase over mean scheduled salary, 1980-81	
		All institutions	Institutions reporting both years
MINIMUM SALARIES			
Bachelor's degree	$14,864	9.3	7.8
Master's degree	16,234	9.6	7.9
Six years	17,636	9.3	7.6
Doctor's degree	19,372	9.1	7.7
MAXIMUM SALARIES			
Bachelor's degree	22,670	10.1	8.2
Master's degree	25,135	9.7	7.7
Six years	27,181	9.7	7.6
Doctor's degree	30,047	9.7	7.8
Number of institutions	402	402	351
MINIMUM SALARIES			
Instructor	13,683	7.0	7.9
Assistant professor	15,732	7.5	7.8
Associate professor	18,304	7.1	7.4
Professor	20,931	5.7	6.2
MAXIMUM SALARIES			
Instructor	20,523	3.2	6.9
Assistant professor	23,655	1.8	4.8
Associate professor	27,455	4.4	7.0
Professor	31,460	3.1	5.6
Number of institutions	155	155	140

Increments are included in 369 (91.8 percent) of the schedules based on academic preparation and in 48.4 percent of those based on faculty rank. The number of schedules providing increments, the mean number of scheduled increments, and the mean amount of scheduled increments are as follows:

Schedule base and level	Provision of increments		
	Number of schedules providing	Mean number of increments	Mean amount of increments
Bachelor's degree	332	12	$690
Master's degree	369	13	713
Six years	342	14	725
Doctor's degree	348	15	750
Instructor	75	11	669
Assistant professor	75	12	769
Associate professor	75	12	838
Professor	75	11	999

Public 4-Year Institutions

Nearly all salary schedules in public 4-year or higher degree-granting institutions are based on faculty rank. (The few based on academic preparation are not included in this summary.) Several schedules also provide separate scales within each rank to specify salary differences based on the level of academic preparation completed. Tables 3 and 4 summarize scheduled salaries in public 4-year colleges and universities. Of the faculty in public institutions with salary schedules, more than half (51.8 percent) are in large public universities (column 2). The public colleges (column 5) with salary schedules account for one-fourth (27.4 percent) who are employed in institutions having salary schedules.

Over two-fifths of the 210 public institutions with salary schedules (44.8 percent) are in the Northeast; (29.5 percent) in the West; one-sixth (16.7 percent) in the Southeast; and the remainder (9.0 percent) in the Middle states.

The mean of 1981-82 scheduled salaries, the percentage of increase over the mean 1980-81 scheduled salaries, and the percentage of increase in the mean of scheduled salaries in the public institutions reporting both years are as follows:

Faculty rank	Mean scheduled salary, 1981-82	Percent of increase over mean scheduled salary, 1980-81	
		All institutions	Institutions reporting both years
MINIMUM SALARIES			
Professor	$24,324	5.4	4.8
Associate professor	19,796	4.9	4.5
Assistant professor	16,311	5.8	5.1
Instructor	13,886	5.5	4.9
MAXIMUM SALARIES			
Professor	39,982	5.7	6.0
Associate professor	32,063	5.6	6.2
Assistant professor	25,504	1.9	2.5
Instructor	20,921	5.4	6.4
Number of institutions	210	210	196

The mean number of increments scheduled in 113 public 4-year college and university salary schedules with increments—53.8 percent of those having salary schedules—is nine for professors and assistant professors, is eight for associate professors and is seven for instructors. The mean amounts of the increments range from $1,483 for professors, $1,184 for associate professors, $951 for assistant professors, to $803 for instructors.

Private 4-Year Institutions

Tables 5 and 6 summarize scheduled salaries in 366 private 4-year colleges and universities. More than half (57.2 percent) of the faculty are employed in colleges enrolling 1,000 or more students; one-sixth (16.0 percent) in colleges enrolling from 500 to 999 students; one-sixth (15.4 percent) in universities enrolling 5,000 or more; and less than one-tenth in each of the remaining two groupings.

The middle region has almost one-third (30.3 percent) and the Northeast has more than one-fourth (29.2 percent) of the private 4-year institutions with salary schedules; the remaining two regions each have one-fifth (18.3 percent in the Southeast and 22.1 percent in the West).

The mean of 1981-82 scheduled salaries, the percentage of increase over the mean 1980-81 scheduled salaries, and the percentage of increase of the mean in the 298 private 4-year institutions reporting both years are as follows:

Faculty rank	Mean scheduled salary, 1981-82	Percent of increase over mean scheduled salary, 1980-81	
		All institutions	Institutions reporting both years
MINIMUM SALARIES			
Professor	$20,848	8.8	8.3
Associate professor	17,747	8.5	8.3
Assistant professor	15,002	8.9	8.1
Instructor	12,973	9.4	8.6
MAXIMUM SALARIES			
Professor	28,611	9.0	8.7
Associate professor	23,762	8.4	8.1
Assistant professor	20,492	8.7	8.6
Instructor	16,706	8.7	8.4

About 2 out of every 5 (39.9 percent) private 4-year institution schedules provide for faculty salary increments. The mean number of scheduled increments is eleven for professors and associate professors, ten for assistant professors, and eight for instructors. The mean amounts of scheduled increments range from $783 for professors, $646 for asso-

ciate professors, $602 for assistant professors, to $557 for instructors.

Private 2-Year Institutions

Among the 48 private 2-year institutions reporting salary schedule information, 39 institutions have schedules based on academic preparation and 13 have schedules based on faculty rank. (Four have schedules based on both factors.)

Salary schedules from private 2-year institutions are distributed among the regions as follows: 7 in the Northeast, 20 in the Southeast, 15 in the Middle states, and 6 in the West.

Mean scheduled salaries in private 2-year institutions in 1981-82 are as follows:

Base of salary schedule and lane of scheduled salary	Mean scheduled salary, 1981-82	
	Minimum	Maximum
ACADEMIC PREPARATION		
Bachelor's degree	$10,828	$14,107
Master's degree	12,056	16,985
Six years	12,975	18,217
Doctor's degree	13,669	18,159
FACULTY RANK		
Instructor	11,781	14,374
Assistant professor	13,168	16,080
Associate professor	14,821	17,766
Professor	16,572	20,607

The mean number of increments in 22 private 2-year college schedules based on academic preparation (56.4 percent) is 8 for the bachelor's degree, 12 for the master's degree, 13 for the six-year level, and 13 for the doctor's degree. The mean amounts of these salary schedule increments range from $321 for the the six year level of preparation to $401 for the master's degree. The mean number of increments in 8 private institution schedules based on faculty rank (61.5 percent) is six for instructors,seven for assistant professors, and associate professors, and seven for professors. The mean amounts of scheduled increments range from $491 for assistant professors to $737 for professors.

APPENDIX

List of Tables

1. Scheduled Minimum and Maximum Salaries in Public 2-Year Colleges Basing the Salary Schedule on Academic Preparation, by Enrollment and Preparation Level, 1981-82 12

2. Scheduled Minimum and Maximum Salaries in Public 2-Year Colleges Basing the Salary Schedule on Faculty Rank, by Enrollment and Faculty Rank, 1981-82 13

3. Scheduled Minimum Salaries of Public 4-Year or Higher Degree-Granting Institutions, by Enrollment Size and Faculty Rank, 1981-82 14

4. Scheduled Maximum Salaries of Public 4-Year or Higher Degree-Granting Institutions, by Enrollment Size and Faculty Rank, 1981-82 15

5. Scheduled Minimum Salaries of Private 4-Year or Higher Degree-Granting Institutions, by Enrollment Size and Faculty Rank, 1981-82 16

6. Scheduled Maximum Salaries of Private 4-Year or Higher Degree-Granting Institutions, by Enrollment Size and Faculty Rank, 1981-82 17

7. Scheduled Minimum and Maximum Salaries in Private 2-Year Colleges Basing the Salary Schedule on Academic Preparation, 1981-82 18

8. Scheduled Minimum and Maximum Salaries in Private 2-Year Colleges Basing the Salary Schedule on Faculty Rank, 1981-82 19

TABLE 1. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY ENROLLMENT AND PREPARATION LEVEL, 1981-82

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
BACHELOR'S DEGREE							
ENROLLMENT UNDER 1,000	76	9,630	11,922	13,049	15,623	14,621	44,678
ENROLLMENT 1,000-1,999	67	9,740	12,564	13,677	13,822	14,450	31,907
ENROLLMENT 2,000 AND OVER .	220	8,820	13,220	14,646	14,920	16,819	19,482
TOTAL	363	8,820	12,705	13,860	14,864	16,300	44,678
MASTER'S DEGREE							
ENROLLMENT UNDER 1,000	80	10,500	13,775	14,342	17,031	16,605	49,904
ENROLLMENT 1,000-1,999	71	11,150	13,535	14,784	15,035	15,540	33,509
ENROLLMENT 2,000 AND OVER .	250	10,948	14,150	16,101	16,320	18,481	21,302
TOTAL	401	10,500	14,000	15,300	16,234	17,952	49,904
SIX YEARS							
ENROLLMENT UNDER 1,000	76	11,000	14,750	15,500	18,367	18,191	49,150
ENROLLMENT 1,000-1,999	62	11,385	14,667	15,615	16,088	16,820	35,110
ENROLLMENT 2,000 AND OVER .	229	11,850	15,771	17,398	17,813	19,875	23,156
TOTAL	367	11,000	14,941	16,728	17,636	19,343	49,150
DOCTOR'S DEGREE							
ENROLLMENT UNDER 1,000	74	11,766	15,754	17,025	20,248	19,981	53,602
ENROLLMENT 1,000-1,999	66	11,026	15,613	17,282	17,901	19,981	38,293
ENROLLMENT 2,000 AND OVER .	237	12,144	16,728	19,427	19,506	22,242	26,010
TOTAL	377	11,026	16,190	18,848	19,372	21,863	53,602
MAXIMUM SALARIES							
BACHELOR'S DEGREE							
ENROLLMENT UNDER 1,000	76	11,187	16,940	21,062	23,270	23,581	62,546
ENROLLMENT 1,000-1,999	67	11,983	16,843	18,432	19,735	21,625	44,678
ENROLLMENT 2,000 AND OVER .	220	12,831	21,132	23,337	23,357	26,077	32,426
TOTAL	363	11,187	18,988	22,151	22,670	25,440	62,546
MASTER'S DEGREE							
ENROLLMENT UNDER 1,000	80	15,301	19,779	23,000	26,096	25,635	69,243
ENROLLMENT 1,000-1,999	71	14,900	18,241	21,345	21,875	24,460	49,462
ENROLLMENT 2,000 AND OVER .	250	15,000	23,475	26,215	25,753	28,330	34,707
TOTAL	401	14,900	21,520	24,945	25,135	28,057	69,243
SIX YEARS							
ENROLLMENT UNDER 1,000	76	16,615	20,625	24,750	27,994	28,125	75,941
ENROLLMENT 1,000-1,999	62	15,400	19,685	22,834	23,252	25,772	54,246
ENROLLMENT 2,000 AND OVER .	228	16,600	25,655	28,242	27,978	31,493	36,255
TOTAL	366	15,400	23,172	26,450	27,181	30,273	75,941
DOCTOR'S DEGREE							
ENROLLMENT UNDER 1,000	74	17,628	23,148	27,605	32,124	31,075	98,280
ENROLLMENT 1,000-1,999	66	16,700	22,248	24,041	25,615	28,714	70,200
ENROLLMENT 2,000 AND OVER .	236	17,600	27,605	30,742	30,636	34,313	41,112
TOTAL	376	16,700	25,507	28,996	30,047	33,181	98,280

TABLE 2. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, BY ENROLLMENT AND FACULTY RANK, 1981-82

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
INSTRUCTOR							
ENROLLMENT UNDER 1,000	16	8,745	11,085	12,968	12,539	14,140	15,014
ENROLLMENT 1,000-1,999	34	9,870	12,544	13,430	13,489	14,550	17,630
ENROLLMENT 2,000 AND OVER .	102	10,274	12,575	13,877	13,928	15,237	18,025
TOTAL	152	8,745	12,430	13,430	13,683	14,911	18,025
ASSISTANT PROFESSOR							
ENROLLMENT UNDER 1,000	19	9,625	13,116	15,445	14,753	17,047	18,000
ENROLLMENT 1,000-1,999	34	11,780	13,976	15,445	15,638	16,072	19,762
ENROLLMENT 2,000 AND OVER .	102	11,000	14,186	16,180	15,946	17,108	22,135
TOTAL	155	9,625	14,000	15,500	15,732	17,052	22,135
ASSOCIATE PROFESSOR							
ENROLLMENT UNDER 1,000	19	11,766	15,035	17,460	17,317	20,897	24,600
ENROLLMENT 1,000-1,999	34	13,800	15,612	17,460	17,928	19,021	24,840
ENROLLMENT 2,000 AND OVER .	102	11,000	16,775	19,018	18,614	20,303	26,205
TOTAL	155	11,000	15,709	17,624	18,304	20,166	26,205
PROFESSOR							
ENROLLMENT UNDER 1,000	15	11,866	16,000	16,322	18,121	21,879	25,319
ENROLLMENT 1,000-1,999	34	15,390	17,005	19,475	20,380	22,159	30,840
ENROLLMENT 2,000 AND OVER .	101	11,000	19,475	21,638	21,534	23,626	32,267
TOTAL	150	11,000	18,919	20,094	20,931	23,173	32,267
MAXIMUM SALARIES							
INSTRUCTOR							
ENROLLMENT UNDER 1,000	16	11,872	16,053	16,166	17,762	21,029	25,099
ENROLLMENT 1,000-1,999	34	12,999	16,788	18,636	18,551	21,393	24,681
ENROLLMENT 2,000 AND OVER .	102	15,300	19,825	21,380	21,614	23,183	31,057
TOTAL	152	11,872	18,805	20,503	20,523	22,503	31,057
ASSISTANT PROFESSOR							
ENROLLMENT UNDER 1,000	19	14,000	17,628	20,514	20,941	23,916	26,199
ENROLLMENT 1,000-1,999	34	14,499	20,357	21,490	21,561	23,442	27,877
ENROLLMENT 2,000 AND OVER .	102	18,300	21,490	25,233	24,859	26,813	33,886
TOTAL	155	14,000	21,490	23,800	23,655	25,546	33,886
ASSOCIATE PROFESSOR							
ENROLLMENT UNDER 1,000	19	16,000	18,798	25,704	23,793	27,364	28,783
ENROLLMENT 1,000-1,999	34	15,499	23,108	24,175	24,450	28,008	30,411
ENROLLMENT 2,000 AND OVER .	102	20,741	27,178	28,408	29,139	31,150	37,311
TOTAL	155	15,499	24,175	28,080	27,455	29,980	37,311
PROFESSOR							
ENROLLMENT UNDER 1,000	15	18,000	21,762	26,399	26,485	31,700	33,820
ENROLLMENT 1,000-1,999	34	17,500	26,413	27,000	27,482	30,880	32,851
ENROLLMENT 2,000 AND OVER .	100	21,205	29,734	32,751	33,559	36,317	48,918
TOTAL	149	17,500	26,860	31,708	31,460	33,196	48,918

TABLE 3.—SCHEDULED MINIMUM SALARIES OF PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1981-82

RANK AND ITEM	PUBLIC UNIVERSITIES 10,000 OR MORE	5,000 TO 9,999	LESS THAN 5,000	PUBLIC COLLEGES	TOTAL
1	2	3	4	5	6
PROFESSOR					
NUMBER OF INSTITUTIONS	48	37	23	102	210
NUMBER OF FACULTY,ALL RANKS	34,846	10,706	3,267	18,389	67,208
SCHEDULED SALARIES					
HIGHEST	30,276	30,276	30,276	57,699	57,699
QUARTILE 3	30,232	26,006	26,300	26,993	28,392
MEDIAN	26,993	24,652	21,650	23,620	24,652
QUARTILE 1	23,115	18,097	20,000	20,000	20,000
LOWEST	12,667	12,667	12,667	12,000	12,000
MEAN	26,268	22,309	23,154	24,403	24,324
ASSOCIATE PROFESSOR					
NUMBER OF INSTITUTIONS	48	37	23	102	210
NUMBER OF FACULTY,ALL RANKS	34,846	10,706	3,267	18,389	67,208
SCHEDULED SALARIES					
HIGHEST	24,600	24,908	24,600	47,445	47,445
QUARTILE 3	23,976	20,897	20,897	22,206	22,589
MEDIAN	22,209	19,905	17,900	19,540	19,905
QUARTILE 1	19,614	15,475	15,500	15,500	15,500
LOWEST	12,667	12,667	12,667	11,500	11,500
MEAN	21,265	18,522	18,400	19,883	19,796
ASSISTANT PROFESSOR					
NUMBER OF INSTITUTIONS	48	37	23	102	210
NUMBER OF FACULTY,ALL RANKS	34,846	10,706	3,267	18,389	67,208
SCHEDULED SALARIES					
HIGHEST	19,700	19,700	21,790	38,272	38,272
QUARTILE 3	19,044	17,118	17,738	18,180	18,180
MEDIAN	17,985	16,200	14,950	16,174	16,252
QUARTILE 1	15,500	12,715	12,500	12,762	12,762
LOWEST	12,500	12,100	12,000	11,000	11,000
MEAN	17,065	15,530	15,261	16,476	16,311
INSTRUCTOR					
NUMBER OF INSTITUTIONS	48	37	23	101	209
NUMBER OF FACULTY,ALL RANKS	34,846	10,706	3,267	18,304	67,123
SCHEDULED SALARIES					
HIGHEST	17,412	17,412	17,660	30,930	30,930
QUARTILE 3	17,259	14,595	14,500	15,029	15,843
MEDIAN	15,210	13,343	12,400	13,392	13,440
QUARTILE 1	12,675	12,250	10,500	11,200	11,580
LOWEST	10,500	10,500	10,000	8,593	8,593
MEAN	14,737	13,553	12,905	13,826	13,886

TABLE 4.--SCHEDULED MAXIMUM SALARIES OF PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1981-82

RANK AND ITEM	PUBLIC UNIVERSITIES 10,000 OR MORE	5,000 TO 9,999	LESS THAN 5,000	PUBLIC COLLEGES	TOTAL
1	2	3	4	5	6
PROFESSOR					
NUMBER OF INSTITUTIONS	45	37	21	101	204
NUMBER OF FACULTY,ALL RANKS	31,677	10,706	2,924	18,343	63,650
SCHEDULED SALARIES					
HIGHEST	64,200	51,500	51,500	84,822	84,822
QUARTILE 3	48,918	44,546	48,918	42,788	44,546
MEDIAN	42,643	37,185	44,546	36,441	36,575
QUARTILE 1	36,540	33,528	36,239	33,340	33,820
LOWEST	30,050	26,700	23,691	22,450	22,450
MEAN	42,165	38,463	42,952	38,949	39,982
ASSOCIATE PROFESSOR					
NUMBER OF INSTITUTIONS	48	37	23	102	210
NUMBER OF FACULTY,ALL RANKS	34,846	10,706	3,267	18,389	67,208
SCHEDULED SALARIES					
HIGHEST	40,080	38,031	37,311	65,707	65,707
QUARTILE 3	36,287	30,574	36,574	35,857	35,857
MEDIAN	33,100	30,387	33,700	29,487	30,558
QUARTILE 1	28,884	27,886	29,394	27,886	28,214
LOWEST	26,694	23,400	21,960	21,380	21,380
MEAN	32,668	31,663	32,839	31,748	32,063
ASSISTANT PROFESSOR					
NUMBER OF INSTITUTIONS	48	37	23	102	210
NUMBER OF FACULTY,ALL RANKS	34,846	10,706	3,267	18,389	67,208
SCHEDULED SALARIES					
HIGHEST	42,000	31,185	30,200	53,019	53,019
QUARTILE 3	29,137	29,189	28,244	28,289	28,618
MEDIAN	25,700	24,759	24,030	23,803	24,444
QUARTILE 1	22,896	22,980	20,759	22,769	22,896
LOWEST	20,759	20,391	20,000	17,607	17,607
MEAN	25,982	25,540	24,315	25,533	25,504
INSTRUCTOR					
NUMBER OF INSTITUTIONS	48	37	23	101	209
NUMBER OF FACULTY,ALL RANKS	34,846	10,706	3,267	18,304	67,123
SCHEDULED SALARIES					
HIGHEST	30,000	26,172	25,300	41,600	41,600
QUARTILE 3	22,200	23,351	21,388	21,550	22,292
MEDIAN	20,868	20,092	20,092	20,092	20,287
QUARTILE 1	20,092	18,493	18,986	18,986	18,986
LOWEST	16,800	15,758	13,687	14,575	13,687
MEAN	21,145	20,714	20,142	21,067	20,921

TABLE 5.—SCHEDULED MINIMUM SALARIES OF PRIVATE FOUR YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1981-82

RANK AND ITEM	PRIVATE UNIVERSITIES		PRIVATE COLLEGES			TOTAL
	5,000 OR MORE	LESS THAN 5,000	1,000 OR MORE	500 TO 999	LESS THAN 500	
1	2	3	4	5	6	7
PROFESSOR						
NUMBER OF INSTITUTIONS	12	7	150	98	96	363
NUMBER OF FACULTY,ALL RANKS ..	3,854	1,080	14,282	3,996	1,737	24,949
SCHEDULED SALARIES						
HIGHEST	29,240	24,900	43,200	43,000	36,901	43,200
QUARTILE 3	26,590	...	23,000	21,130	24,414	22,836
MEDIAN	22,228	21,000	21,000	18,500	20,000	20,200
QUARTILE 1	21,000	...	18,996	16,754	17,707	18,000
LOWEST	19,400	17,000	13,261	10,500	8,500	8,500
MEAN	23,757	20,811	21,457	19,384	21,031	20,849
ASSOCIATE PROFESSOR						
NUMBER OF INSTITUTIONS	12	7	150	97	98	364
NUMBER OF FACULTY,ALL RANKS ..	3,854	1,080	14,282	3,926	1,767	24,909
SCHEDULED SALARIES						
HIGHEST	25,847	21,300	33,000	33,000	29,840	33,000
QUARTILE 3	22,805	...	19,537	18,146	20,220	19,400
MEDIAN	19,482	19,000	17,773	16,000	17,218	17,309
QUARTILE 1	18,250	...	16,095	14,500	14,829	15,482
LOWEST	16,100	15,000	12,000	11,000	8,000	8,000
MEAN	20,458	17,982	17,926	16,945	17,918	17,747
ASSISTANT PROFESSOR						
NUMBER OF INSTITUTIONS	12	7	149	97	91	356
NUMBER OF FACULTY,ALL RANKS ..	3,854	1,080	14,221	3,960	1,629	24,744
SCHEDULED SALARIES						
HIGHEST	19,800	17,700	29,000	29,000	24,956	29,000
QUARTILE 3	19,409	...	16,000	15,500	17,900	16,197
MEDIAN	16,492	15,000	14,725	14,000	14,350	14,575
QUARTILE 1	15,000	...	13,764	12,986	12,500	13,000
LOWEST	14,000	12,000	10,000	7,000	7,500	7,000
MEAN	17,009	14,873	14,950	14,587	15,274	15,002
INSTRUCTOR						
NUMBER OF INSTITUTIONS	11	7	140	91	76	325
NUMBER OF FACULTY,ALL RANKS ..	3,799	1,080	13,505	3,677	1,409	23,470
SCHEDULED SALARIES						
HIGHEST	17,136	15,910	25,000	25,000	21,137	25,000
QUARTILE 3	15,480	...	14,000	14,000	14,425	14,034
MEDIAN	14,000	14,000	12,838	12,500	12,370	12,635
QUARTILE 1	13,400	...	11,500	11,000	11,000	11,272
LOWEST	12,500	10,000	9,000	8,040	5,700	5,700
MEAN	14,539	13,509	12,967	12,793	12,925	12,973

TABLE 6.—SCHEDULED MAXIMUM SALARIES OF PRIVATE FOUR YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1981-82

RANK AND ITEM	PRIVATE UNIVERSITIES		PRIVATE COLLEGES			TOTAL
	5,000 OR MORE	LESS THAN 5,000	1,000 OR MORE	500 TO 999	LESS THAN 500	
1	2	3	4	5	6	7
PROFESSOR						
NUMBER OF INSTITUTIONS	12	6	144	90	96	348
NUMBER OF FACULTY,ALL RANKS ..	3,854	746	13,615	3,632	1,724	23,571
SCHEDULED SALARIES						
HIGHEST	64,000	53,400	56,500	50,615	48,702	64,000
QUARTILE 3	42,750	...	34,819	28,000	30,580	32,090
MEDIAN	37,450	36,561	29,100	24,753	25,350	27,000
QUARTILE 1	32,692	...	25,375	22,200	22,121	23,000
LOWEST	22,000	28,200	19,000	15,300	11,000	11,000
MEAN	38,935	37,640	30,333	25,599	26,997	28,611
ASSOCIATE PROFESSOR						
NUMBER OF INSTITUTIONS	12	7	150	97	98	364
NUMBER OF FACULTY,ALL RANKS ..	3,854	1,080	14,282	3,926	1,765	24,907
SCHEDULED SALARIES						
HIGHEST	50,856	40,000	39,200	39,200	38,000	50,856
QUARTILE 3	35,175	...	27,255	24,063	25,940	26,166
MEDIAN	30,600	26,330	24,500	21,650	21,570	23,000
QUARTILE 1	27,288	...	22,000	19,500	18,940	20,169
LOWEST	18,560	20,000	17,500	14,294	10,000	10,000
MEAN	32,046	27,421	24,911	21,968	22,503	23,762
ASSISTANT PROFESSOR						
NUMBER OF INSTITUTIONS	12	7	150	96	92	357
NUMBER OF FACULTY,ALL RANKS ..	3,854	1,080	14,282	3,925	1,629	24,770
SCHEDULED SALARIES						
HIGHEST	33,000	38,742	33,338	31,638	33,212	38,742
QUARTILE 3	27,525	...	22,944	20,841	22,222	22,549
MEDIAN	26,354	21,631	20,500	18,426	19,124	20,000
QUARTILE 1	22,845	...	18,924	17,000	16,475	17,820
LOWEST	16,500	18,000	15,500	12,494	9,000	9,000
MEAN	25,769	24,752	21,148	19,128	19,832	20,492
INSTRUCTOR						
NUMBER OF INSTITUTIONS	11	7	141	90	80	329
NUMBER OF FACULTY,ALL RANKS ..	3,799	1,080	13,611	3,675	1,489	23,654
SCHEDULED SALARIES						
HIGHEST	29,000	24,500	27,200	30,395	28,873	30,395
QUARTILE 3	23,000	...	18,000	17,063	18,300	18,000
MEDIAN	21,500	17,800	16,450	15,598	15,991	16,142
QUARTILE 1	18,120	...	15,447	14,000	13,436	14,701
LOWEST	15,000	14,000	12,112	10,696	8,000	8,000
MEAN	21,058	18,346	17,003	16,126	16,091	16,706

TABLE 7. — SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PRIVATE 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, 1981-82

LEVEL OF PREPARATION	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN 00000128	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
				MINIMUM SALARIES			
BACHELOR'S DEGREE	32	8,000	9,577	10,864	10,828	11,986	15,660
MASTER'S DEGREE	39	9,000	11,000	12,328	12,056	13,000	17,340
SIX YEARS	26	9,225	12,027	12,975	12,975	13,654	18,000
DOCTOR'S DEGREE	31	9,000	12,400	14,086	13,669	14,700	16,720
				MAXIMUM SALARIES			
BACHELOR'S DEGREE	32	8,690	12,002	13,475	14,107	15,959	23,922
MASTER'S DEGREE	39	9,200	14,000	16,986	16,985	18,000	37,000
SIX YEARS	27	9,450	15,400	17,491	18,217	19,430	40,000
DOCTOR'S DEGREE	31	11,000	16,700	18,000	18,159	20,400	23,546

TABLE 8. — SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PRIVATE 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, 1981-82

FACULTY RANK	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN 00000208	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
				MINIMUM SALARIES			
INSTRUCTOR	13	9,500	10,515	12,000	11,781	13,000	14,168
ASSISTANT PROFESSOR	13	9,825	11,950	13,070	13,168	14,400	15,585
ASSOCIATE PROFESSOR	13	10,900	13,350	14,936	14,821	16,550	17,400
PROFESSOR	11	11,600	14,200	17,100	16,572	18,800	19,300
				MAXIMUM SALARIES			
INSTRUCTOR	13	12,000	12,150	14,000	14,374	15,825	19,835
ASSISTANT PROFESSOR	13	12,750	14,250	15,730	16,080	17,653	21,819
ASSOCIATE PROFESSOR	13	14,100	15,022	17,000	17,766	20,400	24,000
PROFESSOR	12	16,000	17,525	20,808	20,607	23,375	25,700